

DEPARTMENTAL PERSONNEL MANUAL SYSTEM

Published in advance of incorporation in DPM Chapter <u>591</u> Retain until superseded
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DPM LETTER: 591- 1

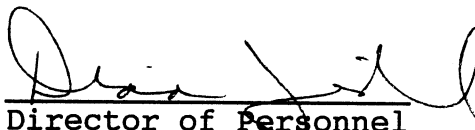
SUBJECT: Cost of Living Allowance Payments for
Stay-in-School and Summer Aid Program
Employees

DATE: SEP 12 1990

The Office of Personnel Management (OPM) has rendered an opinion concerning Cost of Living Allowance (COLA) Payments to Stay-in-School and Summer Aid Program employees stationed in non-foreign areas. OPM concluded that Stay-in-School Program employees in the WW (blue collar) pay plan are not eligible for COLA payments; GW employees are entitled to COLA since their pay plan is identical to the General Schedule; and YW employees, who are paid the Federal minimum wage may be paid an amount representing COLA. In addition, the assigning of a job under the Summer Aid Program is discretionary, so YV employees also may be paid an amount representing COLA.

Since we received a preliminary response to our inquiry on February 10, 1988, all GW employees on the Department's rolls on or after February 14, 1988, are entitled to receive COLA with back pay to that date or the date of appointment into the program, whichever is later. A list of current and separated employees who are entitled to back pay will be forwarded to operating administrations' Headquarters shortly.

Based on OPM opinion, we will begin to pay YW & YV employees COLA. Since COLA payments to YW and YV employees were discretionary, coverage of YW and YV employees is prospective, effective on September 9, 1990. YW and YV employees have no entitlement to back pay.


Director of Personnel

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OPI: M-16/JKARICHER/366-9450